

**BUTTE-SILVER BOW LOCAL GOVERNMENT  
STUDY COMMISSION**

**Minutes of the Meeting  
December 15, 2005  
Butte-Silver Bow Courthouse, First Floor Conference Room**

**Meeting Date:** December 15, 2005

**Time:** 5:30 p.m.

**Place:** Butte-Silver Bow Courthouse, First Floor Conference Room

**Call to Order:** Chairman Bob Worley brought the meeting to order at 5:35 p.m. and called roll with the following results:

**Members Present:** Tony Bonney, Wayne Harper, Dave Palmer, Meg Sharp, Northey Tretheway, Shag Miller, Bob Worley and Ron Rowling

**Excused Absences:** Cindi Shaw and Ristene Hall

**Approval of Minutes:** Northey Tretheway moved that the minutes from December 1, 2005 be approved with corrections. Wayne Harper seconded. All were in favor and motion carried unanimously. Minutes from December 1, 2005 were approved with corrections. Minutes from December 8, 2005 will be approved at the next meeting on January 5, 2005.

Bob Worley questioned Ristene's comment made in the minutes from December 1, 2005 about Danette Gleason and asked if she meant Danette Harrington. Dave Palmer thought that she was speaking about Danette Gleason and she thought it should be moved into the Finance and Budget Office. Later it was discussed that would be a bad idea due to separation of duties.

Bob Worley mentioned when they discussed the Auditor position, Ristene thought they should bring Danette Harrington back to explain about her duties being taken away from her. Bob McCarthy replied that it happened in December of 1977. It was one of the first things that happened and it was not Danette Harrington, it was Katie Murray. Bob McCarthy stated it had nothing to do with Danette. It provided for the first Finance and Budget Office. Bob McCarthy stated the auditor has never in 28 years had authority to do any auditing. The reason is due to the fact that they are not Auditors. Bob McCarthy stated the Auditor's function under the old county law was not to audit. It was to review claims and that is all they did. Bob McCarthy stated they were months and sometimes even years behind. The Finance and Budget Department is what allowed the new combined government in BSB to come out of the dark ages. It took several years to where they could get a qualified audit. Bob McCarthy stated there was never an Auditor at the county level.

Shag Miller asked Bob McCarthy if BSB needs an Auditor? Bob McCarthy replied that we probably do but can BSB afford it? Bob McCarthy stated that BSB probably needs an Auditor to go over accounts of the government as things are in operation. That is what businesses do. Bob McCarthy commented big businesses have their own auditing staffs and they perform a couple functions. First, they insure that business transactions are being conducted accordingly to make sure nobody is doing anything improper. Second, in order to assure the financial community that your business statements are accurate so you can get decent interest on debt, you would have to have an internal Auditor. The external Auditor's will not have as much work to do. Bob McCarthy stated small businesses probably have an audit every 1-3 years. Bob McCarthy stated BSB has an external audit every year. It would be advantageous if there were some internal

auditing function done on a continual basis. It could be used as a management tool. Bob McCarthy stated it would be expensive and you cannot hire real Auditors. Bob McCarthy stated the external Auditors probably make 3-4 times as much as the people working in the Finance and Budget Department and they are trained people earning the highest salary. Bob McCarthy figured real Auditors make \$150,000 in Butte. Bob Worley replied that he spoke to Dick Tamblyn. Bob Worley went over the other corrections made to the December 1, 2005 minutes.

**Comments from Ron Rowling:** None.

**Citizen's Comments:** None

**Items Not On Agenda:** Northey Tretheway asked if Bob McCarthy had a chance to look over the e-mail he sent him. Bob McCarthy stated he printed it but due to his business schedule he did not have a chance to look it over. Northey commented the reason he was asking is because of what he has read in the paper and how the public is relying on the Study Commission to resolve some issues. Northey spoke about a citizen stating that it is a joke and the council can do whatever they want to by changing things as they go along. Northey mentioned a lot of focus is on actions the council has taken and what the Study Commission is going to do about it. Bob McCarthy replied the timing might be better than he thought to have some change. Bob McCarthy stated if they could simplify the charter and eliminate a lot of specific language in the charter, they would be miles ahead. Bob McCarthy stated it is the specifics that are hard to change. Bob McCarthy stated they want to establish the structure of what the government is, decide how big the council is going to be, decide if it is going to be partisan or non-partisan, decide if someone is going to be elected or appointed. Bob McCarthy felt the administrative issue is going to be more significant now and those are the kinds of things that should be in the charter. Bob McCarthy stated they should leave the structure of other things to the commissioners to adopt by ordinance. Bob McCarthy stated it is hard to get voter approval on changes. Bob McCarthy stated that charters are not supposed to be so specific. Bob McCarthy mentioned it was a different time when the charter was adopted. It was a real advance even though it has language that is not common in other charters to combine the city and county governments. Bob McCarthy stated it was a great thing and he does not want to be critical of it, it was done for a purpose. Now may be the right time. Northey asked if he has a chance to look at it, he could see if he is going in the right direction.

Bob McCarthy mentioned an Administrative Assistant provision with some qualifications. Bob McCarthy was not sure if the qualifications should be in the charter or if the charter should state the position have qualifications and the commissioners establish it. Bob McCarthy stated that he was not talking about a Secretary and that is what BSB has now. Bob McCarthy stated they call a Secretary an Administrative Assistant. Bob McCarthy stated that Judy Jacobsen did the same thing. Bob McCarthy stated that is not what he is talking about. He is talking about somebody who is trained, somebody who has training in Urban and Planning or Public Administration. Bob McCarthy stated if you have a position that is a political position you are not going to get anybody worth anything to apply. The people that come in to head state departments are politicians or older people. Bob McCarthy stated frankly what they are is a friend of the governor and the constitution provides that their terms are co-terminus with the term of the governor and everybody knows that's what it is. They are intended to be political. When they took the step to make this government non-partisan what could be clear that

they did not want it to be political. Bob McCarthy stated you do not want it to be political. You want it to be as efficient as possible.

Wayne Harper replied that one of the three votes they have had was to do away with giving the Chief Executive the right to appoint an Administrative Assistant.

Bob McCarthy replied that he feels BSB really got short changed this last year by having nobody in there who knew anything. Bob McCarthy stated he would say that to anybody. Bob McCarthy stated, “that little son-of-a-bitch didn’t know anything” and he is not exaggerating. Bob McCarthy stated he didn’t ask anybody and now he is finally starting to ask people. He not only did not know anything, the people he hired did not know anything and he did not ask anybody. Bob McCarthy thinks that BSB cannot afford that. Bob McCarthy stated he has no interest in somebody else coming in like that who doesn’t know anything and not having somebody to rely on. Bob McCarthy stated Missoula has a real advantage there and he thinks BSB should try and take advantage of that. Bob McCarthy stated he is not opposed to having a strong Chief Executive. He thinks that is ok. Let people come in with new ideas but there has to be a structure there so they know what to do. This is not the first time someone has come in who didn’t know anything.

Northey Tretheway replied we are crossing the boundary between the differences of the Chief Executive and the separation’s issue. Northey stated you could not be relying on so much power to be in the hands of one person.

Bob McCarthy thought the idea of whatever the Study Commission decides to name the title of the position, Administrative Aide or Administrative Assistant and establish qualifications for the position. Bob McCarthy stated that what we have right now is we are paying a Secretary \$35,000 a year as an Administrative Assistant. Bob McCarthy stated she was no more of a “god damn” Administrative Assistant than...he does not have anything against her, she is a very nice person but she is just a Secretary. Bob McCarthy stated that we have corrupted this whole idea and the only way to control it is to make certain who ever goes in there has some qualifications. Bob McCarthy mentioned Judy Jacobsen doing the same thing with Dinah. She was a nice person but not an Executive Assistant.

Northey Tretheway replied there needs to be more checks and balances and that means taking some power away from the Chief Executive.

Bob Worley commented when they meet in January, he has been through the charter changes that they have made. He has made copies on the back pages. Bob Worley mentioned the proper way to show the changes on the charter.

Bob Worley moved on to review Section 5.05.

Northey Tretheway mentioned that they needed advice from Bob McCarthy on Section 5.04. Bob McCarthy asked if it was on the employee issue. Northey replied yes and that he had brought up that section needed to be changed. Bob McCarthy stated it was Sections 5.03 and 4.02. Bob McCarthy stated it was the big one that was giving the problem which was 4.02 (d), second sentence. Bob McCarthy stated as a result of the

second sentence in 4.02 (d) and 5.03 is that in those offices where they have deputies, the deputies work for the office holder. The only office where everyone is a deputy is the Clerk and Court. If you take the Treasure's Office there are only a couple of deputies, two to three out of about 20 people that work for the Treasurer. Bob McCarthy stated this is crazy. Bob McCarthy stated it is 4.02 (d) that states, all other employees will work for the Chief Executive. Section 5.03 states the deputy's work for the office holder. Bob McCarthy stated it should somehow be the person that is in charge of the office has supervision over the people that are working for him/her.

Northey Tretheway asked about the section in 4.02 where it states, "The Chief Executive shall have the power to hire and fire all other employees that work with the exception of those employees hired by other elected officers and those who would be tenure by statute or ordinance. Bob McCarthy replied it is Section 5.03 that gives the exception to tenure employees. That is what gives you the key to the people hired by other people. Northey Tretheway asked if you could interpret that to mean except for those employees hired by other and those...

Bob McCarthy stated in 1975-1976 when they were writing the charter, tenure was a really significant thing in Montana law, Police Officers, Fire Fighters and School Teachers. Now because of the McMillan decision, almost 8 years ago in 1997, by eliminating employment at will everybody in effect had something like tenure. Maybe it is not as strong as tenure for police and fireman but everyone is entitled to a hearing and nobody can be fired without cause. Bob McCarthy stated 4.02 had to be re-written. Northey's thought was those who have gained tenure are not necessarily capable of being hired and fired by the Chief Executive the way he is reading that. Bob McCarthy replied that some of them work for the Chief Executive, the fireman and some of them did not, the policeman. The Police Officers are under the Sheriff. The Fire Department is under the Chief Executive. Bob McCarthy stated that if you try to put logic to that, it would cause you to pull your hair out.

Bob Worley read the draft that Wayne did on the suggested language change on that section, "The Chief Executive shall appoint with the advice and consent of the Council of Commissioners all non-elected department heads." Bob McCarthy stated that was ok. Bob Worley continued, "The Chief Executive shall have the power to hire and fire other employees of local government with the exception of those employees hired by other elected officers" and Bob Worley added "in accordance with State Law". Wayne Harper replied that was not the language he drafted. Wayne Harper stated he had nothing about he has the power to hire and fire. Northey Tretheway commented that Wayne did have a draft that included the language "fire". Wayne Harper replied that his issue was just the Chief Executive and the department heads.

Bob McCarthy stated this is an area that has not only changed in the last thirty years and really changed in the last eight years and it is probably going change in the next ten years too.

Wayne Harper read from a draft, "The Chief Executive shall appoint for any vacant position... Wayne asked Bob Worley if that was the language he had. Bob Worley replied no and his draft read, "with the advice and consent from the Council of

Commissioners. Wayne Harper stated his language was, “The Chief Executive shall appoint for any vacant positions and with the advice and consent of the Council of Commissioners all non-elected department heads. Wayne Harper added, “The Chief Executive shall have the power to hire and fire all other employees of local government with the exception of those employees hired by other elected officers such powers shall be as prescribed by state law.

Dave Palmer stated Wayne’s statement is saying if you are an elected official you can hire and fire your own people.

Bob McCarthy stated those employees are only the deputies.

Dave Palmer replied that it is saying he can hire and fire whoever he wants for his office. The Chief Executive does everything else but the elected officials have the right to hire and fire their own employees.

Wayne Harper commented that the language is far from perfect and the intent of that was they were going to do something with Section 5.03 to say elected officials get to hire and fire their own departments. Wayne thinks the department heads should almost be allowed to hire and fire their own department.

Bob McCarthy mentioned the language in 4.02 is language that Mike Micone wanted. The language in 5.03 is the language that elected officers here in the courthouse wanted. They came in for two different reasons, from two different lobbying groups and that is the reason they don’t mesh.

Wayne Harper stated that he agrees with Dave, if they change 5.03 to say that anybody, including secretaries in Bob McCarthy’s office, for example, can be hired and fired by Bob. Wayne stated then the changed language in 4.02 (d) works. The Chief Executive would not be allowed to hire and fire those people, the department heads would.

Northey Tretheway commented instead of one person being culpable and making the county culpable for hiring and firing decisions, you have how many elected officials that can do the same thing.

Bob McCarthy replied there have been cases where elected officials did not follow the personnel policies, fired people and guess who ends up getting sued? BSB County.

Northey Tretheway stated the hiring and firing decisions should be made through personnel and by ordinance.

Bob McCarthy stated BSB has had elected officials fire people in their offices that were not under them, they did not do it properly and BSB paid them too.

Wayne Harper replied, with that said, six powers should be prescribed by state law. The Personnel Department should have policies. You could have every policy in the world but you cannot prevent a department head from breaking policies.

Northey Tretheway commented the problem is there is not an emphasis on it and there is not enough money.

Bob McCarthy replied the problem in the Police Department is BSB does not have a Personnel Officer over there.

Bob Worley mentioned Wayne Harper re-writing the language and then having a non-bias attorney review it.

Bob McCarthy replied what he thought they should do is try to mesh Section 4.02 (d) and 5.03. It would be simple and broad. Hopefully it will be left to the level of the commission and personnel policies in the department. If there are not effective personnel policies, this is all meaningless.

Northey Tretheway commented any issues regarding employment regarding existing or past or future employees are resolved through ordinances and personnel policies. Northey suggested taking that statement out of the charter completely. He stated it does not need to be in the charter. Northey would like to see things less detailed and referred to the policies and efforts of the council. It would be a check and balance system.

Bob Worley mentioned that he had visited with Dick Tamblyn and he thought they could hire a very adequate Auditor for \$40-50K. Bob McCarthy stated it is not a bad idea for several reasons; one is to provide management control to tell if operations are being done properly. It is a completely different function from the Finance system that BSB has in place. It is a check on that and a real management tool.

Bob Worley read notes that Dick Tamblyn had provided to him. He mentioned in Missoula the last three Auditors and the current Auditor were all CPA's. They have an appointed Chief Deputy that has been there for 25 years. They have two Tech's hired as staff, who approve all claims, do internal audits and evaluate internal controls of departments/offices throughout the county for efficiency and proper operation. Bob Worley is trying to find a way to make the Auditing Department efficient.

Northey replied a problem is making it efficient; it is going to cost a lot of money. Bob Worley replied you would be looking at an Auditor, a deputy and at least other staff member. Bob Worley mentioned BSB would be looking at around \$100,000 or more a year. Bob McCarthy did not know how they would get a CPA for \$40,000. Bob McCarthy stated how BSB gave up on having a surveyor. Northey mentioned it is the same with the Police Department. Bob McCarthy commented the Police are going to other departments. They get trained by BSB and then leave to make more money. Bob Worley mentioned that Butte hires people from Anaconda, Dillon...so it seems like these people are moving up the ladder to work for BSB County. Bob Worley stated Police Departments that are below ours are helping supply Butte with officers. Bob McCarthy replied it is inefficient to train officers here and then have them leave to someplace where they can make more money.

Meg Sharp asked in their endeavor to simplify the charter, as they come across subjects that they think the Council of Commissioners should take care of. Should they be

keeping some sort of list that they could pass on to them? Bob Worley replied that Northey is looking into it but it would not be a bad idea for everyone to do that.

Bob Worley commented that they are probably going to present this to the people to accept either a simplified charter or a charter with suggested changes. Northey replied there is a need to have some of these things addressed in ordinances.

Meg Sharp volunteered to try and keep a list because they do not want to overlook some suggestion they have for them. Bob Worley did not think they were going to make June 6<sup>th</sup>. They have about 8 meetings left after tonight. Bob thought they should work towards that. Wayne did not think they had a prayer in passing anything in the general election.

Meg Sharp asked if they could have longer meetings or have two meetings a week? Bob Worley replied that he had no problem with that.

Bob Worley mentioned it would have to be to Mary McMahon by March 8<sup>th</sup> or 9<sup>th</sup>. Bob Worley felt they should have another Public Hearing, and a presentation to the Council of Commissioners.

Bob Worley moved forward with review of Section 5.05-Law Enforcement Department. There was a question on subsection (1). Northey asked what does it mean? Meg Sharp thought it was put in for the consolidation of governments. Northey asked if they have the same powers as the mayor and the mayor form of municipal government. Northey stated it seems odd. Wayne replied that (1) does not do anything. They don't have the powers of the mayor anymore. They agreed to strike Subsection (1). Bob Worley asked if there was anything that they had to do in (b) shall be made pursuant to the municipal police law of the state. Northey asked if police law was parallel with state codes? Wayne suggested the language read, "pursuant to state law". Bob Worley replied the "except" would remain because of some of the other items that are in there.

Dave Palmer believed what (1) was saying is it is giving the Sheriff the right to appoint his police officers with consent of the Council of Commissioners. Northey replied it is giving him light powers for hiring like the mayor has. Dave stated they could change the wording to, "he has the right to hire with the consent of the Council of Commissioners. Dave stated he did not know what state law says and asked how other departments hire? Northey suggested "in accordance with state" and have the rest done by ordinance or personnel policy. Bob Worley asked if there was anything about police in the Missoula charter. Northey replied to his knowledge there was not. Bob Worley asked what their ideas were on part (b-1). Meg thought (b) itself should be something such as, "all appointments to the Law Enforcement Department shall be made pursuant to state law. Bob Worley asked that Ron look up state law for the hiring of police officers and if there is a municipal police law for the state.

Bob reviewed Subsection (2). Dave Palmer stated that section contradicts another part in the charter that states employees of BSB are not entitled to hold public office because if they ran for the Council of Commissioners, they would be setting their own salaries.

They have the right to run for elected office but if they got elected, they have to resign their position with the county.

Bob Worley read Section 5.02, (subsection a-3). Bob agreed that they would not want to have someone who is an employee of BSB be an elected official.

Meg Sharp commented on Section 3.02 (b)-Qualifications.

Bob Worley reviewed Subsections (c-d) of 5.05. In subsection (d), Northey thought the language needed to be changed and it was an issue a couple of years ago. Northey mentioned McPherson and people getting upset because he could hire the Undersheriff. He must of looked at this because they did not have an Undersheriff and all of sudden he hires one. Meg Sharp asked how many Undersheriff's BSB had. Bob Worley replied one.

Bob Worley suggested they remove the word "not" from 5.05(d).

End of tape one, side one.

Bob Worley read the suggested language change, "Such Undersheriff shall be answerable to the Sheriff and shall be subject to the approval of the law enforcement commission and the Council of Commissioners. "Such appointee shall acquire no vested rights as a confirmed officer in the Law Enforcement Department provided however that if the appointee was a...

Bob Worley moved forward with the review of Article VI-Judiciary. Bob thought a lot of that would be state law. There were no suggested changes for Section 6.01.

Bob reviewed 6.02. Northey asked if their salary, in both of the cases, fixed by ordinance or mandated by state. Wayne Harper replied by ordinance.

Bob reviewed Article VII-Administrative Departments. (7.01)-No suggested language changes. (7.02)-Tony believed the Water Utility Division would be better off separated from Public Works. Tony stated it is already, basically separated. It has it's own banking accounts, accounting system, bond rating system, and he believes it would be a stronger utility division and better for the rate payers if it were separated from the Department of Public Works. He has been looking at the figures and is waiting to get the new financial statement on it as well as the new budget. He looked at last year's and was going to ask Jennifer if she would get a copy of it. He was told it should be out the first part of November and also a copy of the budget. He thinks it would make it stronger for the water division to be separated because of the problems the Water Department will be facing. It would do better as a separate department. As far as future expansions, such as Basin Creek water treatment that they will be treating soon. Northey asked why he thought it would do better. Tony replied the Water Utility Division has been someone's personal piggy bank where funds get transferred. It would be more difficult to do that if it were a separate department. Tony stated that he has seen some of the transfers and believes it would be financially stronger if it were a separate department. Northey asked if it would be cheaper for the people of the city to separate it. Tony believed it would be.



Northey wanted to know what the final cost would be to do that. Tony replied it was not cost. It is just dividing it into its own separate division. Tony again mentioned it is basically separated now. It has its own bond rating and they collect outside funds from the NRDC. They have their own banking system. Northey asked if they rely on county facilities? Tony replied that they do rely on county departments but they are charged for them. Northey asked under a separate department, they would still be charged for things. Tony replied that they would. Tony stated it would not cost anymore but he thinks when they have a division with that much cash...they have over a million dollars in reserves, which they earn by not hiring employees that are on the budget. Tony stated that he has brought this up to other people. Tony thought on laborers there is a difference of 4 ½ laborer positions that are funded through their budget but the money is not spent on those. It goes into a reserve account, which gives them a fairly strong reserve account that is over one million dollars.

Northey Tretheway asked if it was by covenant, the bond issues that they have? Shag Miller asked if it is a separate fund that is required as a bond reserve for the payments of the bond? Tony Bonney replied that he thought they had separate accounts to cover the bonds. He is talking about a reserve account that is being built by excess in the budget.

Northey Tretheway thought that falls in line with what was discussed earlier. The details of something like this would best be resolved by ordinance. Tony Bonney replied exactly but in the charter it is defined that it is part of Public Works. Tony thought there should be a proposal made to the Chief Executive and Public Works Director. Then take that proposal to the council. Tony believes this would be stronger for the ratepayers. Tony stated it is a rate-based system. Tony suggested they make those proposals to the council since it is up to them if they separate it. It was his understanding that it was proposed once but stopped.

Northey Tretheway referred to the first part of Section 7.01 in the charter where it stated, "established by this charter or may be established there under by ordinance. Northey stated if it is in the charter, it limits flexibility and if you wanted to do something like that and it is in the charter already, then the ordinance piece is not easily enacted, as it would be if they made the charter more simplified.

Shag Miller asked if there was an interchange of vehicles and equipment? Tony replied the water company has a lot of money. Tony stated that he has seen a lot of the bills for rental of equipment. Tony has seen instances where the Water Company bought pieces of equipment and when they are not used by the water division, they are used by someone else. He did not think the funds were transferred back for the rental of that equipment by other departments. Tony stated he has seen other instances where nine kids show up at the Water Department to fill and patch potholes and they are filling out Water Company time cards. Tony stated it is good for other departments but it is not good for the ratepayers. Tony asked if the Water Company has that much of a reserve then why does Butte have one of the highest water rates in the State of Montana? Bob Worley asked if they would be "robbing Peter to pay Paul"? Tony was not sure but thought if there was an opportunity to lower the rates then BSB would be a much more efficient.

Tony Bonney stated that he was just proposing to look it over and discuss it. Tony stated that he would bring the numbers before the committee before doing anything else. Northey replied that they would not put in the charter that they would take the water division but by ordinance, it would still be under Public Works until by ordinance the council decides to make that change. Northey is for simplifying the charter and taking the wording regarding this issue out of the charter. Tony replied as it stands now, it would have to go through the voters. Bob Worley mentioned potential problems that could occur. There was also discussion about the utility and it being a separate, non-profit organization. Tony Bonney again mentioned the million-dollar reserve by not hiring employees.

Tony Bonney stated a former Public Works Director stated limiting the number of employees at the water division was the greatest thing he did. Tony stated it is pretty easy to do when you just don't hire them after they quit, retire or move on. Tony stated they should be taking them off the books and they are still in the budget. The Water Department calls for a certain number of laborers that is budgeted for that. He believes the number is 15 and the actual number of laborers on the book is nine. Tony wanted to know what happens with that money because his paycheck at the Water Company comes out of the general fund. Northey replied the budget is just that. They are authorized or plan to spend the amount authorized. If there is no authorization then the money stays with BSB. Northey expected the actual expenses are deducted and if there is reserve in there, the Auditors would pick that up. Tony has asked the Auditors the same question. Tony stated they look at numbers. Northey stated they also look for fraud. Bob Worley thought between Budget and Finance, they would question the accumulation of that type of reserve. Northey mentioned the reserve being needed for bond payments.

Meg Sharp commented under (a) there is no mention of dogs so they could recommend to the council that it be transferred to the Police Department.

Shag Miller wanted to wait to discuss the dog issue until Cindi and Ristene returned.

Bob Worley suggested Tony work on the presentation of separating the Water Company from Public Works.

Bob Worley continued with reviewing the charter, 7.02 Subsection (b). They all agreed to strike from the part of the charter, the language "serving at the pleasure of".

Bob Worley mentioned the talk of the Public Works Director needing to be a Professional Engineer. Tony believed it was brought up with council at one time. Bob Worley thought state law might require it now. Tony believed most of them throughout the state were Professional Engineers. Wayne did not believe that it was a requirement set by state law. Bob Worley asked Ron to look into that. Dave Palmer made a comment that experience was just as important.

Wayne Harper mentioned people who are trained, experienced and educated are probably going to work with BSB until they find someone willing to pay them more.

Bob Worley reviewed section 7.02 (c). Dave Palmer stated that is where animal control comes in. They will start with the review of Section 7.03 at the next meeting.

Next Meeting: January 5, 2005.

Adjournment: Wayne Harper moved for adjournment and Northey Tretheway seconded. Meeting adjourned at approximately 7:15 p.m.